



Organisational Strategy | Executive Coaching | Communications Strategy | Leadership Development
Assessment & Learning | Engagement, Creativity & Innovation | Organisational Change

Autumn 2015 Newsletter

Dear friends and colleagues,

New website: We are pleased to announce that we will finally launch our new website in a few weeks and that we are looking forward to being able to better engage with you via our new site.

New clients: We are delighted to be working with wonderful new clients in the sporting club industry, professional services area and education sector and look forward to helping them, particularly their leadership teams.

New location: For those of you who have not yet visited us at our new premises, we are now in Pitt St Redfern. This has been a terrific move for us and we look forward to seeing more of you here.

New thinking: As 2015 rushes ahead, I wanted to pose some questions before the demands of the year hijacks your thinking time. I have separated the questions for different C-Suite Leaders:

- CEO - Which new markets should you target this year and how can you lead your organisation to have a more positive impact on the community around you? How can you build the capabilities within your organisation to allow it to flourish and leverage the changing environment?
- CRO - How well is risk management embedded in your organisation and how can you be sure that you are mitigating risks for all your stakeholders including the community in which you operate?
- CFO – How can you invest in your people to ensure they have the skills and capabilities to execute on your organisation's vision and strategy?
- CMO - How do you transform your organisation into a customer-centric organisation that is capable of meeting your customers' changing needs?
- CIO - How do build an organisation that is not only rich in information and data but uses these to create real understanding and better serve internal and external stakeholders?
- COO – How can you ensure that every initiative, tactic and endeavour is aligned to and in support of the organisation's vision and goals?
- Head of HR - How do you ensure that you are attracting and retaining the right talent within your organisation? What capabilities will your organisation need to flourish and what are the capabilities gaps that present a risk to strategy execution - how will you build a bridge to close the gap?

New research: Over the past few months we have conducted research into the state of Australian leadership : into employee engagement and levers which drive discretionary effort and; into customer satisfaction for an innovative grain and seed merchant. If you are looking to better understand your leadership, your customers or how to engage your staff then talk to us.

New levels of consciousness: It seems every week I read another article about some famous club or person who has adopted mindfulness and meditation to improve performance (Shane Watson, Rupert



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Murdoch, the South Sydney Rabbitohs and so on). A few months ago, we published, [Pay Attention & Boost Performance](#) So if you are looking for ways to be more resilient, gain a competitive advantage and help you respond appropriately (rather than react blindly) then talk to us – we are one of the few consultancies which has people with tertiary qualifications in meditation and mindfulness training.

New workplace performance: Late last year we published, [Education & How to Turn Around Your Organisation](#). Did you know 80% of future economic growth is dependent on the quality of our education – it is by far the most important lever our society can pull to ensure our future success. In the article, we draw lessons from the education section and show how organisations can turn lift their own performance.

Wishing you continued success,
Dom



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